

Headquarters United States Air Force

OFFICE OF AIR FORCE RESERVE



**Directorate of Personnel
HQ USAF/REP**

Maj Vann Mathis

U.S. AIR FORCE

Integrity - Service - Excellence



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Air Force Reserve Wiring Diagram



**Commander, AFRC
(AFRC/CC)**



**Chief of AF
Reserve
(U.S. AIR FORCE)**



**USAF/RE Staff
Colonel Chris Livingston
(AF/REP)**



**AFRC/CV
Robins AFB,
GA**

**Colonel Mike Cleveland
(AFRC/DP)**

**HQ ARPC
Denver, CO**

**Colonel KC McClain
(ARPC/CC)**

**IMA
Programs**

**AFR/ANG
Records**

**MAJCOMS
COMBATANT/CC
S
FOAS
DoD Agencies**

4 AF

WINGS

10AF

WINGS

22AF

WINGS

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WHY WE ARE HERE

ESTABLISHED BY

- **Public Law 900-168 (1968) “Reserve Bill of Rights”**
 - “Reserve Components run by Reservists”
- **10 USC 8038 (Office of Air Force Reserve)**
 - USAF/RE “is adviser to CSAF on AF Reserve Matters”
 - “Responsible for preparation, justification, and execution of the personnel, O&M, and construction budgets for the AFR”
 - Establish policy which affects members of AFR



ROLE OF HQ USAF/REP

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- **Key Player in AF and DoD Personnel Policy Decisions (that affect the AF Reserve)**
 - Work closely with OSD/RA, SAF, AF/DP and ANG/DP staff
 - Provide “sense check” to ensure policies work for AF Reserve
 - Input for Congressional testimony and meetings with Congressional staffers
- **Primary advocate for AF Reserve Personnel and Training Budget**
 - POM and budget formulation
 - Membership in AF Board structure
 - Ensure AF Reserve gets the manpower and \$\$\$ to support our mission



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ROLE OF HQ USAF/REP (cont.)

- **Provide Personnel advice to AF/RE**
- **Facilitate staff coordination on personnel issues among AF/RE, HQ AFRC and HQ ARPC**
 - Ensure policies work for unit, AGR, and IMA programs
 - Air Staff sponsorship and support for initiatives or packages sent to HQ USAF by AFRC or ARPC



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HOW WE ARE ORGANIZED





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AF/REPP - Lt Col Kirby + 9

Personnel Programs and Training Division

- **POM & Budget**
- **Training and Education Policy**
- **Personnel Systems and Analysis**
- **Readiness and Mobilization**



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AF/REPS - Lt Col Martin + 4

Chief, Senior Officer Management Division

- **General officer promotion boards**
- **MA General officer and IMA colonel assignments**
- **Reserve Brig Gen Qualification Board (RBGQB)**



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AF/REPX - Col Lewis + 11

Dep Director & Ch, Personnel Plans and Policy Division

- **Promotion and Evaluation**
- **Retirement and Separation**
- **Benefits, Entitlements and Compensation**
- **IMA Programs**
- **Recruiting, Accessions, Assignments, Retention**
- **Human Resource Strategic Plan**
- **Stop Loss and Mobilization**



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Current Issues

- **Mobilization/Demobilization**

- MAJCOM “burn down” schedule (leave, reconstitution, downtime)
- Continuation of entitlements for cross-over tours (vols/non-vols)
- Continued initiatives to improve wartime entitlements
 - Per diem/leave restrictions; BAH; TRICARE
- Recruiting and retention concerns

- **Integration of “Total Force” personnel policies into AFR**

- Command Responsibility Pay; Command Insignia
- Career Status Bonus
- Enhancements to AFR incentive programs (bonus, SDAP)
- Continued use of ACIP, ACP for rated members
- Retired AD to AFR accession program
- National Call to Service Program
- Reserve Service Commitment



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Current Issues

- **Reserve Component Compensation Study**
 - REPX is HAF lead for both AFR and ANG
 - Mandated by 2003 NDAA
 - Looking at all facets of compensation (both peacetime and wartime)
 - 1/30th rule, housing entitlements, special and incentive pays, income loss
 - Report made to Congress this summer

- **Utilization of Unified Legislation and Budgeting (ULB) Process**
 - A continual process
 - Work closely with REI to develop legal initiatives
 - Congressional interest in Reserve Component high at this time
 - Work with REI to integrate NDAA law into personnel policy (all divisions)
 - Command Responsibility Pay a prime example of ULB process



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The Way Ahead

- **Challenges**

- Unsure what the future holds – difficult to forecast
- Increases in missions, OPSTEMPO/PERSTEMPO likely
- Continued support of GWOT, other missions from the NCA
 - Missions of the AFR will continue to grow and evolve
- Impact of current operations on AFR recruiting and retention has yet to be seen; will remain an issue of concern
- Active duty force-shaping initiatives on the horizon
 - AFR developing plans to work with active duty to boost accessions

- **Solutions**

- Develop responsive and cohesive personnel policy initiatives
 - Factoring in needs of the individuals and needs of the force
- Work closely with Total Force partners in this effort
- Use the law to our advantage, and introduce legislative changes as required which best meet the evolving missions of the AFR
 - Continue to “tell the story” to lawmakers

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QUESTIONS AND DISCUSSION



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